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PARLIAMENTARY ASSEMBLY

# OSCE PA Gender Balance Report July 2011

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## I. Introduction

Since 2001, the Special Representative on Gender Issues of the OSCE Parliamentary Assembly (OSCE PA) has issued an annual report including an analysis of a special topic as well as a study of the OSCE's gender disaggregated statistics. The topic chosen for the 2011 Gender Report is women's economic independence. This issue will also be discussed at the annual gender lunch which will take place during the OSCE PA Annual Session in Belgrade.

The 2011 Gender Report concludes that the OSCE Gender Action Plan from 2004 has had little discernible success so far in increasing the number of women in top management positions. Although the number of female professionals in management positions increased from 24 per cent to 30 per cent, the top leadership is still dominated by men. Most notably, all but one Head of OSCE Institutions and all but one Head of Field Operations are men. Actually, this presents some progress since in March 2010, a woman was appointed as OSCE Representative on Freedom of the Media.

## II. Women's Economic Independence

### a. Framing Women's Economic Independence

Women's economic independence is defined as "a condition where individual women and men have their own access to the full range of economic opportunities and resources, including employment, services, and sufficient disposable income, in order that they can shape their lives and can meet their own needs and those of their dependants. It recognizes that women are economic actors who contribute to economic activity and should be able to benefit from it on an equal basis with men."<sup>1</sup> Women's economic independence results from women's economic opportunity, which itself is defined as a set of laws, regulations, practices, customs and attitudes that allow women to participate in the workforce under conditions roughly equal to those of men, whether as wage-earning employees or as owners of a business.<sup>2</sup> With economic independence,

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<sup>1</sup> *Women's Economic Independence and Security: A Federal/Provincial/Territorial Strategic Framework*, Federal/Provincial/Territorial Ministers Responsible for the Status of Women, March 2001, <http://dsp-psd.pwgsc.gc.ca/Collection/SW21-77-2001E.pdf>.

<sup>2</sup> The Economist Intelligence Unit, *Women's Economic Opportunity Index 2010*, [http://graphics.eiu.com/upload/WEO\\_report\\_June\\_2010.pdf](http://graphics.eiu.com/upload/WEO_report_June_2010.pdf), p. 4.

women are afforded opportunities to escape their vulnerabilities to poverty and to threats that arise from economic dependence, such as domestic violence, human trafficking and labour trafficking.

A growing body of research and data carried out and compiled by independent analysts, international trade unions, the OSCE's Gender Section in Vienna, as well as the Economic Intelligence Unit, the World Bank, the International Monetary Fund and the World Economic Forum confirms that there is a strong relationship among the implementation and enforcement of women's legal rights and guarantees; access to resources, employment and entrepreneurial opportunities; women's economic independence and empowerment; and the social stability and economic prosperity of their families, communities and countries, indeed, the world.<sup>3</sup> According to this research, increased economic independence and income leads to a greater say by women about household decisions regarding diet, education (especially for girls), and health of the family; acquiring, allocating and selling assets; and land use and conservation decisions.<sup>4</sup>

Given that women comprise approximately 50 per cent of a country's population, such findings reinforce the position that empowering women results in a more efficient use of a nation's human talent.<sup>5</sup> As one analyst noted, "When women have economic power – defined as control of income and capital (land, livestock, etc.) they gain more equality and control over their own lives, while contributing directly to their children's development (nutrition, health and education) and thereby indirectly to their nation's income growth."<sup>6</sup> The World Economic Forum, which publishes its report on the size of the gender gap for over 130 economies around the world in order to emphasise its message that "gender gaps have an impact on competitiveness"<sup>7</sup>,

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<sup>3</sup> The Economist Intelligence Unit, *Women's Economic Opportunity Index 2010*, [http://graphics.eiu.com/upload/WEO\\_report\\_June\\_2010.pdf](http://graphics.eiu.com/upload/WEO_report_June_2010.pdf); OSCE Gender Section, *Women's Economic Empowerment: Trends and Good Practices on Women's Entrepreneurship in the OSCE Region*, 2010, <http://www.osce.org/gender/75553>; World Economic Forum, *Global Gender Gap Report 2010*, [http://www3.weforum.org/docs/WEF\\_GenderGap\\_Report\\_2010.pdf](http://www3.weforum.org/docs/WEF_GenderGap_Report_2010.pdf); International Trade Union Confederation, *Living with Economic Insecurity: Women in Precarious Work*, 2011, [http://www.ituc-csi.org/IMG/pdf/Women\\_8\\_march\\_EN.pdf](http://www.ituc-csi.org/IMG/pdf/Women_8_march_EN.pdf); International Trade Union Confederation, *Gender (In)Equality in the Labour Market: An Overview of Global Trends and Developments*, 2009, [http://www.ituc-csi.org/IMG/pdf/GAP-09\\_EN.pdf](http://www.ituc-csi.org/IMG/pdf/GAP-09_EN.pdf); Almaz Negash, "Economic Empowerment of Women," Markkula Center for Applied Ethics, December 2006, [http://www.scu.edu/ethics/practicing/focusareas/global\\_ethics/economic-empowerment.html](http://www.scu.edu/ethics/practicing/focusareas/global_ethics/economic-empowerment.html).

<sup>4</sup> Negash, "Economic Empowerment of Women."

<sup>5</sup> *Global Gender Gap Report 2010*, p. 29.

<sup>6</sup> Negash, "Economic Empowerment of Women."

<sup>7</sup> *Global Gender Gap Report 2010*, p. v.

emphasised in its 2010 report, “While closing gaps is a matter of human rights and equity, it is also one of efficiency.”<sup>8</sup>

Some studies found that increased gender equality and economic empowerment of women were associated with growth in national income, level of national competitiveness, higher GDP growth rates, and GDP per capita.<sup>9</sup> More specifically, research by the European Union found that enhancing gender equality would likely increase GDP between 15 per cent and 45 per cent in EU member states.<sup>10</sup>

According to other research, average household earnings increase substantially as rates of female participation in the labour force increase.<sup>11</sup> It also shows that a woman’s economic independence has an important multiplier effect on the income level of her family and on future social and economic opportunities for her dependents. Specifically, income in the hands of women is more likely to be invested in their families and communities. According to statistics cited, women invest up to 90 per cent of their incomes into their families and in their communities.<sup>12</sup> Likewise, women entrepreneurs are more likely to reinvest profits back into human capital than men, and their returns to scale are significantly higher than those of male-owned businesses.<sup>13</sup>

Underlying these research findings are those that relate to women’s and girls’ access to education, alternatives for women to precarious and informal employment, and female entrepreneurship as important means by which women can achieve economic empowerment and independence. According to the OSCE Gender Section’s research, “Education increases women’s earning potential and productivity and has been associated with improved welfare at the individual, family and societal levels. Higher education may also improve the odds of a women entrepreneur’s business, making the transition from a start-up to an established

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<sup>8</sup> *Global Gender Gap Report 2010*, p. 28.

<sup>9</sup> Negash, “Economic Empowerment of Women;” *Women’s Economic Empowerment*, p. 15; *Global Gender Gap Report 2010*, p. 28.

<sup>10</sup> *Women’s Economic Empowerment*, p. 15.

<sup>11</sup> *Women’s Economic Empowerment*, p. 15.

<sup>12</sup> Hilary Rodham Clinton, “Empowering Women Helps World Growth,” Bloomberg, 8 March 2011, <http://www.businessweek.com/news/2011-03-08/empowering-women-helps-world-growth-hillary-rodham-clinton.html>.

<sup>13</sup> Negash, “Economic Empowerment of Women;” *Women’s Economic Empowerment*, p. 14.

business.”<sup>14</sup> Indeed, research has found that investment in the development of women’s enterprises has an important impact not only for a woman’s income, but also for job creation in the local community. Moreover, the benefits of women’s enterprises become even more substantial as returns to scale and size of operations increase.<sup>15</sup>

To support initiatives in this respect, research has identified the important role played by women’s business associations in advocating with governments and parliamentarians for the adoption or reform of relevant policies. Such business associations also play an important role in sharing best practices and knowledge among women entrepreneurs.

Research has also found that legislation and its enforcement are key to enhancing women’s equality, economic empowerment and a country’s own economic prosperity. “Women’s decisions for work are often dictated by the opportunities and statutory provisions supporting women in work. National legislative frameworks providing protection from discrimination are key in enabling female employment and gender equality. Minimum standards and protections for decent working standards are required to enable women to make decisions for work on an equal basis with men.”<sup>16</sup>

Thus, as women’s economic opportunities are enhanced, their poverty is reduced and their economic independence grows, countries will benefit economically. At the same time, the more economically well-off a country is, the more likely it is to have a more equitable and stable society.

Several notable testimonials support these points. As the President of the World Bank, Robert Zoellick has said, gender equality in business is smart economics: “[G]ender and women’s empowerment also are at the core of what we need to do in development. It is not just a women’s issue. Improved economic opportunities for women lead to better outcomes for families, societies and countries.”<sup>17</sup>

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<sup>14</sup> *Women’s Economic Empowerment*, p. 24.

<sup>15</sup> *Women’s Economic Empowerment*, p. 15.

<sup>16</sup> International Trade Union Confederation, *Decisions for Work: An Examination of the Factors Influencing Women’s Decisions for Work*, 2010, [http://www.ituc-csi.org/IMG/pdf/femmes\\_En.pdf](http://www.ituc-csi.org/IMG/pdf/femmes_En.pdf), pp. 7-8.

<sup>17</sup> Global Private Sector Leaders Forum, Promoting Women’s Economic Empowerment, The World Bank, [http://pslforum.worldbankgroup.org/docs/WB\\_GPSL\\_Brochure.pdf](http://pslforum.worldbankgroup.org/docs/WB_GPSL_Brochure.pdf).

As Audra Mikalauskaite, Lithuania's Vice Minister of the Ministry of Social Security of Labour, noted, "Participation of women on an equal footing with men in employment, self-employment and economic life avoids wasting their potential and fully uses the effective human resources of both women and men to further stimulate growth."<sup>18</sup>

Hillary Clinton, U.S. Secretary of State, noted in her remarks to commemorate 100 years of International Women's Day in March 2011 that women are the new emerging market, and that investing in women's economic opportunities is a strategy for job creation and economic growth.<sup>19</sup> She emphasised that "when women thrive, families, communities and countries thrive."<sup>20</sup>

There is evidence that the situation regarding women's economic empowerment and independence is improving on a global scale. Hilary Clinton cited reports that indicate that women earn more than US\$10 trillion every year, an amount that is expected to grow by US\$5 trillion over the next several years. Moreover, not only are women's incomes growing faster than men's in many countries.<sup>21</sup> Other research confirms that women have increased their share of the world's labour force, and are more evenly distributed across sectors than in the past.<sup>22</sup>

Still, the global economic potential of women is not being fully realised.<sup>23</sup> According to the *Global Gender Gap Report* for 2010, "the 134 countries covered in the report, representing over 90 per cent of the world's population, have closed almost 96 per cent of the gap on health outcomes between women and men and almost 93 per cent of the gap on educational attainment. However, the gap between women and men on economic participation and political empowerment remains wide: only 59 per cent of the economic outcomes' gap and only 18 per cent of the political outcomes' gap has been closed."<sup>24</sup> Thus, while women's participation in the work place and access to income-earning employment might have improved dramatically, barriers remain that are preventing women from more fully realising their economic potential,

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<sup>18</sup> "Businesswomen and experts discuss women's entrepreneurship in the OSCE region," OSCE Press Release, 4 March 2011, [www.osce.org/gender/75933](http://www.osce.org/gender/75933).

<sup>19</sup> Clinton, "Empowering Women Helps World Growth."

<sup>20</sup> Clinton, "Empowering Women Helps World Growth."

<sup>21</sup> Clinton, "Empowering Women Helps World Growth."

<sup>22</sup> International Trade Union Confederation, *Decent Work, Decent Life for Women: Trade Unions taking the lead for economic and social justice and equality, Discussion Guide*, 2009, p. 10.

<sup>23</sup> *Decisions for Work*, p. 1.

<sup>24</sup> *Global Gender Gap Report 2010*, p. 7, 19.

their career opportunities, their economic independence and that to the detriment of the income of their family, community and country.

Globally, women on average earn 75 per cent of male co-workers' wages, and in many countries have fewer educational and employment opportunities; they are more often denied credit, and endure social and cultural restrictions that limit their chances for advancement.<sup>25</sup> According to research carried out by CARE,<sup>26</sup> women earn 10 per cent of the world's income, yet work 2/3 of the world's working hours, the majority of which is life-sustaining and unpaid.<sup>27</sup> There is also the issue of unpaid work carried out by women and the implications for their labour force participation. In this respect, women's higher risk of poverty is associated with their greater share of unpaid work. Another important dimension of the wages issue and which negatively affects women is the extent to which their work in various sectors is not as highly valued as that carried out by men, even if that work requires the same skill level. In other words, the principle of equal pay for work of equal value is not widely practiced. Moreover, women advance in their careers at a different pace and to a different extent than men; according to gender-based analysis, the rate of promotion of men with children and of women with children will vary. Likewise, women own less than 1 per cent of the world's property, denying them assets to leverage for economic stability; where banks on the surface might be considered to be non-discriminatory, the assets they privilege for collateral are those that reflect traditional notions of property and ownership. There is still inadequate access to education, training and technology.<sup>28</sup> According to UNESCO statistics cited by CARE, women make up 2/3 of the world's 800 million illiterate population, with girls making up 60 per cent of the 77 million who do not attend primary school.<sup>29</sup>

According to research by the International Trade Union Confederation, an important reason why women worldwide have not fully met their potential in terms of economic independence and security is their over-representation in low-wage, socially and legally unprotected (or only partially protected) precarious and informal employment, including part-time work.<sup>30</sup> As a

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<sup>25</sup> *Women's Economic Opportunities Index*, p. 4.

<sup>26</sup> CARE, *Women's Empowerment*, no date,

[http://www.care.org/newsroom/publications/whitepapers/woman\\_and\\_empowerment.pdf](http://www.care.org/newsroom/publications/whitepapers/woman_and_empowerment.pdf)

<sup>27</sup> CARE, *Women's Empowerment*.

<sup>28</sup> Negash, "Economic Empowerment of Women."

<sup>29</sup> CARE, *Women's Empowerment*.

<sup>30</sup> *Living with Economic Insecurity*, p. 5.

result, they are more likely to be underrepresented in those sectors traditionally dominated by men and that are based on long work days and periods, shift work, and, moreover, are more highly valued and receive higher wages. As a result and because of the lack of enforcement regarding their rights, women are encountering job insecurity, low income, limited social benefits and limited statutory entitlements.<sup>31</sup> At the same time, women remain underrepresented in certain sectors that traditionally receive higher wages.

Thus, increasing the participation of women in the work force will not necessarily increase their economic security; economic security can only be fully obtained from quality, reliable and formal work.

## **b. Women's Economic Independence in the OSCE Region**

As wide and diverse as the participating States of the OSCE are, reflecting a range of cultural, economic, social, political and historical paths and experiences, so will be the practices and treatment of women and their status regarding economic independence. Indeed, the region has encountered many changes and transformations in the last 35 years, including the women's liberation movements, political and social reform, economic transition, and more recently the global economic crisis. These have all affected women's economic well-being across the region in a variety of ways.<sup>32</sup> Notably, according to the Beijing +15 Regional Review of Progress, women are more strongly affected by poverty than men, particularly in rural areas and in the eastern part of the region reviewed.<sup>33</sup> Moreover, women's economic activity rate across the region is lower than men's, ranging from a high of 80 per cent of women in Iceland participating in economic activity to a low of 25 per cent in Turkey.<sup>34</sup> It follows that: "Throughout the region, the higher poverty risk of women is associated with their greater share of unpaid work and family care, their lower participation in the labour force and, where employed, their over-representation in low-paid and precarious employment."<sup>35</sup>

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<sup>31</sup> *Living with Economic Insecurity*, p. 20.

<sup>32</sup> *Women's Economic Empowerment*, p. 12.

<sup>33</sup> UNESCO Economic Commission for Europe, *Beijing +15 Regional Review of Progress*, 2009, p. 3.

<sup>34</sup> UNESCO Economic Commission for Europe, *Beijing +15 Regional Review of Progress*, 2009, p. 9.

<sup>35</sup> UNESCO Economic Commission for Europe, *Beijing +15 Regional Review of Progress*, 2009, p. 3.

These conditions are reflected in the various statistics and indices concerning the size of the gender gap, and women's economic opportunities and independence in the OSCE region. To illustrate the impact of economic transition and restructuring, in Kyrgyzstan the employment rate of women by 2002 was half of what it was prior to the dissolution of the Soviet Union.

Because women's economic independence relates so closely with the level of gender equality, it bears reviewing the size of the gender gap among countries of the OSCE. Of the 45 OSCE participating States included in the *2010 Global Gender Gap* report, Iceland, Norway, Finland and Sweden rank the highest in terms of having most closed their gender gap. Those that have shown significant improvement since the 2006 assessment include Switzerland, Luxembourg, and France. In contrast, fourteen OSCE states have regressed, including Croatia, Georgia, Slovakia, Romania, and the Former Yugoslav Republic of Macedonia. Those with the greatest gender gap in the 2010 index are Georgia, Tajikistan, Azerbaijan, and Turkey.<sup>36</sup>

According to the *Women's Economic Opportunity Index 2010*, which considered 42 of the 56 OSCE participating States,<sup>37</sup> 32 scored equal to or above the world average, and 10 below.<sup>38</sup> Those that scored the highest **overall** were Sweden, Belgium, Norway and Finland; those that scored the lowest were Turkey, Georgia, Azerbaijan and Kyrgyzstan. This index also categorises the rankings according to income classification. Accordingly, Bulgaria, Lithuania, Latvia and Poland ranked highest among the nine OSCE participating States in the upper middle income countries; Albania, Ukraine, Armenia and Moldova ranked highest among the six in the lower middle income grouping (US\$976-3855).<sup>39</sup>

The *Women's Economic Opportunity Index* ranking by **education and training**<sup>40</sup> saw Iceland, Finland, Norway and Sweden at the top, with Turkey, Georgia, Armenia and Azerbaijan as the

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<sup>36</sup> *Global Gender Gap*, pp. 8-9. The OSCE participating States not included are Andorra, Belarus, Bosnia-Herzegovina, Holy See, Liechtenstein, Monaco, Montenegro, Turkmenistan, San Marino, Serbia and Uzbekistan.

<sup>37</sup> *Women's Economic Opportunities Index* measures country gender performance according to labour policy practice; access to finance, education and training; women's legal and social status; general business environment. The measurements are scaled from 0 being most unfavourable to 100 being most favourable. The OSCE participating States excluded are Andorra, Belarus, Bosnia-Herzegovina, Cyprus, Holy See, Liechtenstein, Macedonia, Malta, Monaco, Montenegro, Turkmenistan, Tajikistan, San Marino, and Uzbekistan.

<sup>38</sup> *Women's Economic Opportunities Index*, p. 7

<sup>39</sup> *Women's Economic Opportunities Index*, p. 8.

<sup>40</sup> The *Women's Economic Opportunity Index* ranking of education and training refers to literacy rates, school life expectancy, and availability of small and medium enterprise support/development training.

bottom four.<sup>41</sup> In particular, women are less likely than men in the OSCE region to have business training. Generally, business education is not common in certain states, with the proportion of individuals with such education ranging from a low rate of 6.3 per cent in Turkey, followed by Romania, Serbia and Italy, higher levels yet in Latvia, Belgium and Slovakia, and the highest rate of 47.9 per cent in Finland.<sup>42</sup> At the same time, in most states studied in the *Beijing +15 Regional Review of Progress*, almost women have achieved almost full parity in primary and secondary education, and outnumber men in post-secondary education.<sup>43</sup>

**Employment rates** initially appear consistent across the OSCE region. In central and south eastern Europe and the countries of the Commonwealth of Independent States, 45.6 per cent of women are employed, 5.0 per cent unemployed, and 49.4 per cent are inactive; this compares with rates in developed economies and the European Union of 48.3 per cent employed, 4.6 per cent unemployed, and 47.1 per cent inactive.<sup>44</sup>

Women are heavily represented in low-paid precarious employment. In Europe in general, millions of women, many migrant, and illegal migrants, work in the social and health care sector, in residential care homes or private home care. As the 2009 Gender Balance Report indicated, these sectors were particularly affected by the global economic crisis, increasing women's vulnerability as a result. For instance, due to the impact on corporate activities in Belgium of the global economic crisis, the closure of many offices resulted in reduced working hours for the predominately female office cleaning sector. According to one analysis, "in Eastern Europe and Central Asia ... women are still more likely to be in low paid work in the agricultural and service sectors where legal and social protections are limited."<sup>45</sup>

With respect to **wages and part-time work**, while the European Union has a Part-Time Work Directive that legislates equal treatment of part-time workers, "part-time workers are frequently remunerated at lower levels than full-time colleagues."<sup>46</sup> Moreover, the gender pay gap in the EU stands at about 17.6 per cent, "suggesting that the hourly pay of women is on average almost

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<sup>41</sup> *Women's Economic Opportunities Index*, p. 33.

<sup>42</sup> *Women's Economic Empowerment*, p. 24.

<sup>43</sup> UNESCO Economic Commission for Europe, *Beijing +15 Regional Review of Progress*, 2009, p. 3.

<sup>44</sup> International Labour Organisation, "Trends Econometric Models," November 2009, cited in *Living with Economic Insecurity*, p. 11.

<sup>45</sup> *Women's Economic Empowerment*, p. 12.

<sup>46</sup> *Living with Economic Insecurity*, p. 22.

a fifth less than that of men.”<sup>47</sup> According to the Beijing +15 report, while women across the region earn less than men, the gender pay gap is particularly wide in the Caucasus where female average wages are only about 50 to 60 per cent of male average wages.<sup>48</sup>

Lack of access to or options for **childcare** constrains women from having a wider range of gainful employment opportunities and career choices, resulting in women being more likely to be in low-paying, part-time, informal work. With respect to legislative frameworks governing the provision of maternity leave and benefits, it is notable that the United Kingdom has not ratified the 2000 ILO Convention on Maternity protection<sup>49</sup> and that the United States does not have legislation mandating maternity leave benefits.<sup>50</sup>

In this context, according to the *Women’s Economic Opportunity Index’s* ranking according to **labour policy and practice**, Finland, Sweden, Norway and the Netherlands are at the top, with Azerbaijan, Russia, Serbia and Kyrgyzstan in the bottom four of the 42 examined OSCE states.<sup>51</sup> Moreover, while Germany, Finland, Denmark, Canada and the US earned highest scores relating to implementation of equal pay for equal work, the report notes that generally in Europe this factor remains weak.

With respect to women in position of **economic authority and leadership**, women are still underrepresented in senior management positions and leaders in business in Eastern Europe and the Commonwealth of Independent states: only one in every 42 female workers holds these positions compared to one in every six male full time workers.<sup>52</sup> At the same time, 18.7 per cent firms in Eastern Europe and Central Asia have a female top manager, a measure that is higher than the global average of 17.2 per cent. Likewise, 36.2 per cent of firms have some female participation in ownership, a rate higher than the global average of 33.1%.<sup>53</sup>

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<sup>47</sup> *Living with Economic Insecurity*, p. 22.

<sup>48</sup> *Beijing +15 Regional Review of Progress*, p. 10.

<sup>49</sup> *Decisions for Work*, p. 7.

<sup>50</sup> *Women’s Economic Opportunities Index*, p. 16.

<sup>51</sup> The *Women’s Economic Opportunity Index’s* labour policy and practice ranking refers to equal pay for equal work, non-discrimination, de facto discrimination, maternity and paternity leave and provision, legal restrictions on job types, availability and affordability of childcare, according to ILO Conventions as appropriate. *Women’s Economic Opportunities Index*, p. 20

<sup>52</sup> *Women’s Economic Empowerment*, p. 12.

<sup>53</sup> *Women’s Economic Empowerment*, p. 13.

At the same time, women's potential as **entrepreneurs** in the OSCE region is underutilised. The share of female entrepreneurs in Eastern Europe and Central Asia, for instance, ranges from a high of approximately 42 per cent in Latvia, with Hungary, Georgia, Bulgaria, Kazakhstan, Ukraine, Slovenia, Estonia and Poland over 30 per cent, and lows of between 10 per cent and 20 per cent in Slovakia, the Former Yugoslav Republic of Macedonia, Uzbekistan, Azerbaijan, Albania, and Armenia at 15 per cent and Turkey at 11 per cent.<sup>54</sup> These rates compare to 34 per cent of entrepreneurs in Austria being female, and approximately 40 per cent in the U.S. and the OECD rate of 31.7 per cent.<sup>55</sup> In the European Union, in 2008, women comprised 32.5 per cent of business leaders.<sup>56</sup>

These statistics are supported by research and surveys that have found women in the region to be half as likely to turn to entrepreneurship than men. In Germany, for instance, women are half as likely as men to be involved in start-ups.<sup>57</sup> Businesses that women do set up are less likely to grow, to generate smaller sales revenue and to be smaller more generally than those of their male counterparts. In this respect, 57 per cent of female enterprises in the region employ fewer than 10 staff, compared to 41 per cent of male enterprises.<sup>58</sup>

Women are also more likely to work part time as business owners. In Bosnia-Herzegovina, for instance, a women business owner works on average only 29.2 hours per week, compared to 46.9 hours for male business owner.<sup>59</sup>

In Eastern Europe and Central Asia, 22 per cent of female entrepreneurs are in retail and wholesale trade, 14 per cent in textiles and apparel, 6 per cent are in construction and 1 per cent in extraction.<sup>60</sup>

**Access to credit and financing** is an important element that impacts on women's economic independence and entrepreneurial opportunities. Among the OSCE participating states, according to the ranking in the 2010 *World Economic Opportunities Index* for access to

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<sup>54</sup> *Women's Economic Empowerment*, p. 13.

<sup>55</sup> *Women's Economic Empowerment*, p. 13.

<sup>56</sup> European Commission, *Report on Equality between Women and Men 2010*, p. 48.

<sup>57</sup> *Women's Economic Empowerment*, p. 31.

<sup>58</sup> *Women's Economic Empowerment*, p. 14.

<sup>59</sup> *Women's Economic Empowerment*, p. 14.

<sup>60</sup> *Women's Economic Empowerment*, p. 19.

finance,<sup>61</sup> Germany, Belgium, Sweden and France ranked the highest, with Georgia, Kyrgyzstan, Armenia and Azerbaijan in the bottom four.<sup>62</sup> In Europe generally, female-managed firms were shown to have a 5.4 per cent lower probability of securing a bank loan and pay on average 0.6 per cent higher interest rates than male counterparts.<sup>63</sup> According to the Business Environment and Enterprise Performance Survey for Europe, women in Ukraine were more likely to point to financial constraints as an important obstacle to running their business, including greater undercapitalisation at start up and barriers to raising external funds.<sup>64</sup> In the U.S., women account for just 8 per cent of venture-backed start-up companies and 14 per cent of venture capitalists<sup>65</sup>

In Tajikistan, there is diversity reported in women's access to financing. On the one hand, a survey in Tajikistan of women operating small and medium sized businesses showed that they apply for and get more credit than men.<sup>66</sup> In large part this could reflect the record that women are "loyal bank customers and often have better payback rates in both microfinance and commercial banking."<sup>67</sup> On the other, female farmers of plots known as dekhans have less access to banking services than male farmers.<sup>68</sup>

Regulations regarding **land ownership and property registration** can also undermine a woman's economic independence. In the OSCE region, instances of discrimination in this respect might result from land reform being implemented in a manner that has not adequately benefited women or taken their circumstances into account. Moreover, women may be unaware of their rights regarding land ownership. In other instances, discrimination may prevail, regardless of the existence of a legal framework, if women's rights and legislation protecting and promoting these rights are not implemented or enforced. In addition, customary law that discriminates against women on property issues may have greater influence than a legal framework should one exist.<sup>69</sup> In Tajikistan, women's access to loans and ability to provide

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<sup>61</sup> The *Women's Economic Opportunity Index's* ranking for access to finance refers to ability to build credit history and to access finance programmes.

<sup>62</sup> *Women's Economic Opportunities Index*, p. 28.

<sup>63</sup> *Women's Economic Empowerment*, p. 21.

<sup>64</sup> *Women's Economic Empowerment*, p. 21.

<sup>65</sup> *Women's Economic Empowerment*, p. 23.

<sup>66</sup> *Women's Economic Empowerment*, p. 21.

<sup>67</sup> *Women's Economic Empowerment*, p. 21.

<sup>68</sup> *Women's Economic Empowerment*, p. 21.

<sup>69</sup> *Women's Economic Opportunities Index*, p. 35.

guarantees that a loan will be repaid, for instance, are compromised because certificates of title are issued in a man's name.<sup>70</sup>

In Turkey, while women have full ownership and decision-making rights over any assets acquired on their own, custom allows husbands and male relatives to influence or even dictate such decisions. Moreover, decisions concerning property shared by married couples are more likely to be taken by men, with such property legally registered to the man only.<sup>71</sup>

The *Women's Economic Opportunities Index* ranking of **women's legal and social status**<sup>72</sup> places the Netherlands, Slovenia, Denmark, and Sweden at the top among OSCE states, with the lowest four positions occupied by Russia, Turkey, Armenia and the United States (which has not signed the Convention on the Elimination of Discrimination Against Women – CEDAW).<sup>73</sup>

Given that the regulatory environment is an important dimension of women's entrepreneurial opportunities, the World Bank ranking for **Ease of Doing Business** offers interesting data.<sup>74</sup> Accordingly, among the 49 OSCE participating States included in the 2010 ranking, those that placed the highest were the United Kingdom, the United States, Denmark, Canada, and Norway. Georgia notably ranked high in 12<sup>th</sup> position, ahead of Finland, Sweden, Iceland, Estonia and Germany. The lowest ranking OSCE states were Bosnia and Herzegovina, Russia, Tajikistan, Ukraine and Uzbekistan.

### c. OSCE initiatives

Several initiatives undertaken by the OSCE in recent years focus in particular on enhancing women's economic independence; these go beyond the 2004 OSCE Action Plan for the Promotion of Gender Equality which commits members to promote equal opportunity for women in the economic sphere.

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<sup>70</sup> *Women's Economic Empowerment*, p. 21.

<sup>71</sup> *Women's Economic Opportunities Index*, p. 36.

<sup>72</sup> The *Women's Economic Opportunities Index* refers to women and men having equal ownership rights over moveable and immoveable property by law and by practice.

<sup>73</sup> *Women's Economic Opportunities Index*, p. 38.

<sup>74</sup> <http://www.doingbusiness.org/rankings#> The OSCE participating States not included are Andorra, the Holy See, Liechtenstein, Malta, Monaco, San Marino, and Turkmenistan.

Most notably, the OSCE Gender Section launched a project entitled “Women’s Economic Empowerment” in 2010. Although its focus has been on Central Asia and the South Caucasus, the scope of interest and participation has come from the OSCE region at large. Funded by Andorra, Germany and the United States, the project has thus far produced a publication in 2010, *Women’s Economic Empowerment: Trends and Good Practices on Women’s Entrepreneurship in the OSCE Region*, which considers key data and trends regarding barriers to women’s entrepreneurship, and offers good practice solutions and strategic recommendations for governments to enhance women’s entrepreneurial activities. The publication served as the basis for discussion for a conference on the topic in Vilnius in March 2011. The conference brought together experts and businesswomen and representatives of women’s business associations to explore trends and good practices, and initiate debate on how to enhance economic growth through women’s entrepreneurship in the OSCE region.<sup>75</sup>

The Gender Section also works with field operations, the Office for Democratic Institutions and Human Rights, as well as with the 40 gender focal points in field operations to promote initiatives regarding women’s economic independence in the region. It also produces a quarterly newsletter to enhance gender mainstreaming and advance implementation of Gender Action Plan.

The OSCE’s field operations implement initiatives that aim to increase the potential of women in the economic sphere, including support for resource centres that offer vocational training for women interested in starting businesses, skill-building courses in business development for vulnerable women, collaboration with local women’s business associations.

Before it closed, the OSCE Office in Minsk supported a roundtable in October 2010 that aimed to promote women’s economic empowerment by examining how social partnerships can help women start and run businesses.<sup>76</sup>

In recent months, the OSCE Mission to Montenegro in May 2011 hosted a conference on the role of women in business and science, together with the Department for Gender Equality of the Ministry for Human and Minority Rights and the Association of Business Women in

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<sup>75</sup> [www.osce.org/secretariat/74385](http://www.osce.org/secretariat/74385)

<sup>76</sup> [www.osce.org/minsk/74016](http://www.osce.org/minsk/74016)

Montenegro, and was part of a project supporting the development of local action plans for gender equality.<sup>77</sup>

### III. Gender in the OSCE Governmental Institutions

Most of the statistics on gender balance in the OSCE governmental structures on the following pages have been taken from the September 2010 Secretary's General Annual Evaluation Report on the Implementation of the 2004 OSCE Action Plan for the Promotion of Gender Equality.

As of 1 May 2010, the OSCE had a total staff of 2,694, with women representing 45 per cent. During the reporting period, significant progress was observed in the overall proportion of women holding higher management positions<sup>78</sup>, which increased to 30 per cent, from 24 per cent in 2009 and 19 per cent in 2008. This number remains lower than the number of women in professional or general service positions<sup>79</sup> (see table 1).

It is also notable that in June 2010, all but one of the OSCE Institutions are headed by men and only one Head of Mission is a woman.

Since the approval of the Gender Action Plan in 2004, the proportion of women in **professional positions**<sup>80</sup> overall has increased on average by 1.6 per cent per year from 35 to 46 per cent.

*Table 1: Post Distribution by Category of Staff in the OSCE*

Category	Men	Women	Total	% Women
General Service Staff	872	754	1626	46%
Professional Staff	500	419	919	46%
Management	105	44	149	30%
Total	1477	1217	2694	45%

*Note: numbers as of 1 May 2010*

<sup>77</sup> [www.osce.org/montenegro/77425](http://www.osce.org/montenegro/77425)

<sup>78</sup> Management including S3, S4, P5, D1, D2, heads and deputy heads of field operations and institutions.

<sup>79</sup> For OSCE employment grades see Annex 1

<sup>80</sup> Including national professionals and P1 to P4 levels and S2 levels.

In the Secretariat and Institutions combined, the percentage of women holding professional posts has increased from 33 to 38 per cent between 2009-2010, while the number of women in management positions has increased from nine to 12 out of a total of 37 management posts (32 per cent) over the same period (see table 2).

The number of international female professionals in Field Operations has remained the same as last year, with 48 per cent, which is close to equal representation of men and women.

Also, the number of women in management positions in the Field Operations increased significantly in the past years. Women now occupy 29 per cent of all management positions in the Field Operations, against 24 per cent in 2009 and 20 per cent in 2008. The Mission to Bosnia and Herzegovina had only women in S3 and S4 positions in 2009, whereas this year, that number has increased to nine. Moreover, last year, the Spillover Monitor Mission to Skopje had only men occupying S3 positions. This year, three of the six S3 positions are occupied by women.

Unfortunately, the low number of female Heads and Deputy Heads of Field Operations changed little in the reporting period (May 2009 - May 2010). Indeed, as of 1 May 2010, all of the 18 Head of Mission positions but one were held by men (Mission to Montenegro). Out of 12 Deputy Heads of Field Operations, three were women (specifically in the OSCE Presence in Albania, in the OSCE Office in Baku and in the OSCE Office in Yerevan).

Thus, even with a woman as Special Representative on the Media, the number of female Heads of Institutions and Field Operations remains alarmingly low. The only other female Head of Institution was the Director of ODIHR between 1994 and 1997.

*Table 2: Post Distribution by Category of Staff in the OSCE Secretariat, Institutions and Field Operations (contracted and seconded against post table)*

<b>Secretariat and Institutions Staff</b>				
Category	Men	Women	Total	% Women
Support Staff	80	180	260	69%
Professional Staff	140	84	224	38%
Management	25	12	37	32%
<b>Total</b>	<b>245</b>	<b>276</b>	<b>521</b>	<b>53%</b>
<b>Filed Operations Staff</b>				
Category	Men	Women	Total	% Women
Support Staff	792	574	1366	42%
Professional Staff	360	335	695	48%
Management	80	32	112	29%
<b>Total</b>	<b>1232</b>	<b>941</b>	<b>2173</b>	<b>43%</b>
<b>Grand TOTAL</b>	<b>1477</b>	<b>1217</b>	<b>2694</b>	<b>45%</b>

*Note: numbers as of 1 May 2010*

### **a. OSCE Secretariat**

In total, in the Secretariat in Vienna, women hold 37 per cent of all professional posts (increase by four per cent since the last reporting period). Men still hold the majority of positions at P-level and there is still a clear continuing predominance of women in G-level positions as shown in table 3. It is noteworthy that two out of seven high level positions (D+) are held by women. In 2007, those positions were solely held by men.

*Table 3: Post Distribution in the OSCE Secretariat*

	G1-G7	G in %	S	S in %	P1-P5	D1	D2	SG	P+ in %	Total	Total in %
Women	127	66%	10	24%	45	0	2	0	37%	184	51%
Men	64	34%	32	76%	76	1	3	1	63%	177	49%
<b>Total</b>	<b>191</b>	<b>100%</b>	<b>42</b>	<b>100%</b>	<b>121</b>	<b>1</b>	<b>5</b>	<b>1</b>	<b>100%</b>	<b>361</b>	<b>100%</b>

*Note: numbers as of 1 May 2010*

## b. Office for Democratic Institutions and Human Rights (ODIHR)

The total of ODIHR's staff amounts to 119 persons, of which 69 are women (58 per cent). Despite the high number of women, their representation in the professional staff category has increased only slightly from 36 to 38 per cent since the last reporting period. Two women hold a higher management position, out of six.

*Table 4: Post Distribution in the Office of Democratic Institutions and Human Rights*

	G1-G7	G in %	S	S in %	P1-P5	D1	D2	Head inst.	P+ in %	Total	Total in %
Women	41	72%	8	89%	20	0	0	0	38%	69	58%
Men	16	28%	1	11%	31	1	0	1	62%	50	42%
Total	57	100%	9	100%	51	1	0	1	100%	119	100%

*Note: numbers as of 1 May 2010*

Though the asymmetry in gender distribution at the G-level decreased in comparison to last year results, 72 per cent of G-positions are still held by women.

## c. Office of the High Commissioner on National Minorities (HCNM)

On the surface, the Office of the High Commissioner on National Minorities seems to have a very balanced staff situation with 52 per cent of female employees. Out of 12 P+ positions, only two are held by women, whereas the G-level positions are exclusively held by women.

*Table 5: Post Distribution in the Office of the High Commissioner on National Minorities*

	G1-G7	G in %	S	S in %	P1-P5	D1	D2	Head inst.	P+ in %	Total	Total in %
Women	9	100%	3	75%	2	0	0	0	14%	14	52%
Men	0	0%	1	25%	10	1	0	1	86%	13	48%
Total	9	100%	4	100%	12	1	0	1	100%	27	100%

*Note: numbers as of 1 May 2010*

#### **d. Office of the Representative on Freedom of the Media**

The overall gender balance in the Office of the Representative on Freedom of the Media has changed positively since 2008. Women now occupy a majority (57 per cent) of posts at professional level (P+). A woman, Dunja Mijatovic, was appointed OSCE Representative on Freedom of the Media on 11 March 2010.

*Table 6: Post Distribution in the Office of the Representative on Freedom of the Media*

	G1-G7	G in %	S	S in %	P1-P5	D1	D2	Head inst.	P+ in %	Total	Total in %
Women	3	100%	2	50%	3	0	0	1	57%	9	64%
Men	0	0%	2	50%	2	1	0	0	43%	5	36%
Total	3	100%	4	100%	5	1	0	1	100%	14	100%

*Note: numbers as of 1 May 2010*

#### **e. Seconded Posts in the Institutions**

The Seconded Posts in the OSCE Institutions are not graded in the staff classification table (see annex 1). From a total of 462 staff members seconded by 46 participating States of the OSCE, 39 per cent were women, which is a slight increase from last year's 38 per cent. Compared to 2008, when only 31 per cent of seconded posts were held by women, the increase appears to be more significant. The number of women among the secondees varies drastically between the different participating States. For example, there were no women among the 10 Russian nominations, while there were 4 women among the 5 Finnish nominations. Among those countries that nominated the highest number of staff, France had 57 per cent women out of 79 nominations; Italy had 48 per cent women among 209 nominations; the United States had 44 per cent women among 117 nominations; Austria had 35 per cent women among 171 nominations; and Turkey, 6 per cent women among 109 nominations.

It is interesting to note that, as in previous years, the higher the grade of the seconded position, the lower the percentage of women nominated, although the most recent reporting period did see an overall marked improvement in this category. Also, the percentage of nominations of women to positions at the Secretariat and Institutions has remained satisfactory, with 53 per cent during

the reporting period. The recruitment figures for that period show parity in the selection of candidates.

## f. Field Operations

The situation in the Field Operations varies depending on size of the Operation and the mandate. The distribution ranges from 30 per cent female local and general services staff in the Mission in Kosovo, the largest OSCE Field mission, up to 76 per cent in the OSCE Office in Astana.

As in previous years, there are expertise areas in which men and women (international seconded and contracted mission members) are equally represented in the Field Operations, such as Human Rights (59 per cent), Media Affairs (56 per cent) and Democratization (52 per cent). On the other hand, women are not represented in Military Affairs as well as in Legal Affairs, and they are underrepresented in Civilian Police (12 per cent), and Political Affairs (28 per cent).

Field Operation	Women	In %	Men	In %	Total
OSCE Presence in Albania	38	53%	34	47%	72
OSCE Centre in Ashgabat	8	44%	10	56%	18
OSCE Centre in Astana	16	76%	5	24%	21
OSCE Centre in Baku	14	54%	12	46%	26
OSCE Centre in Bishkek	33	45%	41	55%	74
OSCE Mission to Bosnia and Herzegovina	232	53%	207	47%	439
OSCE Mission in Kosovo	145	30%	336	70%	481
OSCE Office in Minsk	8	89%	1	12%	9
OSCE Mission to Moldova	20	54%	17	46%	37
OSCE Mission to Montenegro	18	58%	13	42%	31
OSCE Mission to Serbia	63	50%	63	50%	126
OSCE Office in Tajikistan	46	39%	73	61%	119
OSCE Spillover Monitor Mission to Skopje	60	41%	86	59%	146
OSCE Project Co-ordinator in Ukraine	24	60%	16	40%	40
OSCE Project Co-ordinator in Uzbekistan	8	44%	10	56%	18
OSCE Office in Yerevan	25	63%	15	38%	40
OSCE Office in Zagreb	8	50%	8	50%	16
Personal Repr. of the CiO on the Conflict	6	55%	5	45%	11

dealt with by the Minsk Conference					
Secretariat	127	66%	64	34%	191
Institutions	53	77%	16	23%	69
<b>Grand Total</b>	<b>952</b>	<b>48%</b>	<b>1032</b>	<b>52%</b>	<b>1984</b>

*Note: numbers as of 1 May 2010*

### **g. Gender in OSCE Documents**

Despite the fact that in 2005 the Ministerial Council declared a determination “*to make an effective gender mainstreaming an integral part of all policies, activities and programmes in the OSCE*”<sup>81</sup> the 2006 meeting of the Ministers merely acknowledged “*the need to promote gender balance of personnel ... at the various levels*”<sup>82</sup> in the relevant decision, ‘Strengthening the Effectiveness of the OSCE’. The 2007 Ministerial Council’s Decision on ‘Tolerance and Non-Discrimination, Promoting Mutual Respect and Understanding’ did not refer to gender issues at all<sup>83</sup>. Moreover, none of the thirteen 2008 Ministerial Council’s Decisions mentioned gender relations. There was only one out of 19 Ministerial Council Decisions in 2009 which focused on gender issues: ‘Women’s Participation in Political and Public Life’.<sup>84</sup> In March 2010, the Ministerial Council, taking into account the recommendation of the Permanent Council, appointed a woman, Dunja Mijatovic, as the OSCE Representative on Freedom of the Media.<sup>85</sup>

Annually, the Secretary General of the OSCE presents the Evaluation Report on the Implementation of the 2004 OSCE Action Plan for the Promotion of Gender Equality. The reports provided by the OSCE Missions in 2010 show that field operations have intensified their efforts to mainstream gender perspectives in projects across all three dimensions. However, as in previous years, most initiatives to integrate a gender perspective in projects were observed in the human dimension of the OSCE’s work. Nonetheless, a growing number of field operations have focused on integrating a gender perspective in the second and first dimensions, in particular in community policing.

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<sup>81</sup> MC.DEC/17/05, Strengthening the Effectiveness of the OSCE

<sup>82</sup> MC.DEC/19/06, Strengthening the Effectiveness of the OSCE, Section 1, 4

<sup>83</sup> MC.DEC/10/07

<sup>84</sup> MC.DD/0005/09

<sup>85</sup> MC.DEC/1/10

Most of the results achieved in countries hosting field operations are linked to the adoption of legislative frameworks on gender equality, implementation of existing frameworks, promotion of participation of women as candidates for elective office and support for prevention of violence against women.

## IV. Gender in the OSCE PA

### a. Member Directory Statistics

From the Membership Directory of the OSCE PA (see table below and annex II), it is clear that 75 women (24.8 per cent) serve as regular Members of the OSCE PA, and an additional 44 women serve as Alternate Members.

This largely reflects the level of participation of women in the Assembly's meetings; the 2010 Annual Session had 26.8 per cent female participation, which represents an improvement compared to the last five years. The positive tendency was also present during the 2011 Winter Meeting where 33.7 per cent of the participants were female. However, less of the Assembly's female Members participate in election observation missions, where the Assembly has an average of only 20.8 per cent female participation.

	Women	In %	Men	In %	Total
<b>OSCE PA Members</b>	75	24.8%	227	75.2%	302
<b>OSCE PA Alternate Members</b>	44	29.7%	104	70.3%	148
<b>OSCE PA Secretaries</b>	36	52.9%	32	47.1%	68
<b>OSCE PA Staff</b>	12	75%	4	25%	16

*The OSCE PA members data cover situation as of 10 June 2011 (representatives of the Holy See are not included in the statistics).*

### b. Initiative to Boost Women's Participation

During the Eighth Winter Meeting of the OSCE PA that took place in Vienna on 19-20 February 2009, the Special Representative on Gender Issues Tone Tingsgaard proposed an amendment to

the Rules of Procedure in order to ensure that all national delegations include representatives of both genders. During its meeting at the Vilnius Annual Session, the Standing Committee agreed to introduce a new sub-section to Rule 1 stating that “*Each national Delegation should have both genders represented.*” From Annex II it is clear that 15 Parliaments have yet to nominate women as full OSCE PA Members within their national OSCE PA Delegations. Nonetheless, this is a slight improvement compared to last year’s result when 17 OSCE PA Delegations had no female Members.

### **c. Gender in the Assembly Bureau**

After a change to the Rules of Procedure in 2007, the Bureau includes the President, the nine Vice-Presidents, the Treasurer and the President Emeritus, as well as the three Officers of each of the General Committees. This means that the presentation of the statistics for the Bureau members is slightly different from previous years. Presently, the Bureau has a total Membership of 21, out of whom four are women – equivalent to 19 per cent. However, at the moment of writing (10 June 2011), two seats are vacant.<sup>86</sup>

### **d. Female Presidents and Vice-presidents in the OSCE PA**

Since 1992, only one out of nine presidents (11.1 per cent) of the OSCE PA has been female: Helle Degn (from 1998-2000). From 1992 to 2011 the Assembly had 51 Vice-Presidents, of which 13 have been female, which makes 25.5 per cent. Of the current nine Vice-Presidents, two are female (22 per cent). But, as mentioned earlier, one of the Vice-Presidents’ seat, previously occupied by Mr. Kassym-Jomart Tokayev, is vacant.

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<sup>86</sup> Currently vacant seats: Vice-President of the OSCE Parliamentary Assembly, previously occupied by Mr. Kassym-Jomart Tokayev, and Vice-Chair of the General Committee on Economic Affairs, Science, Technology and Environment, previously occupied by Mr. Ivor Callely.

### e. Officers of the OSCE PA General Committees

In 2010/2011, two out of nine Committee Officers were women, which represents 22 per cent. Women are strongly underrepresented in the General Committee on Economic Affairs, Science, Technology and Environment. This Committee has not had a female Officer in the past six years.

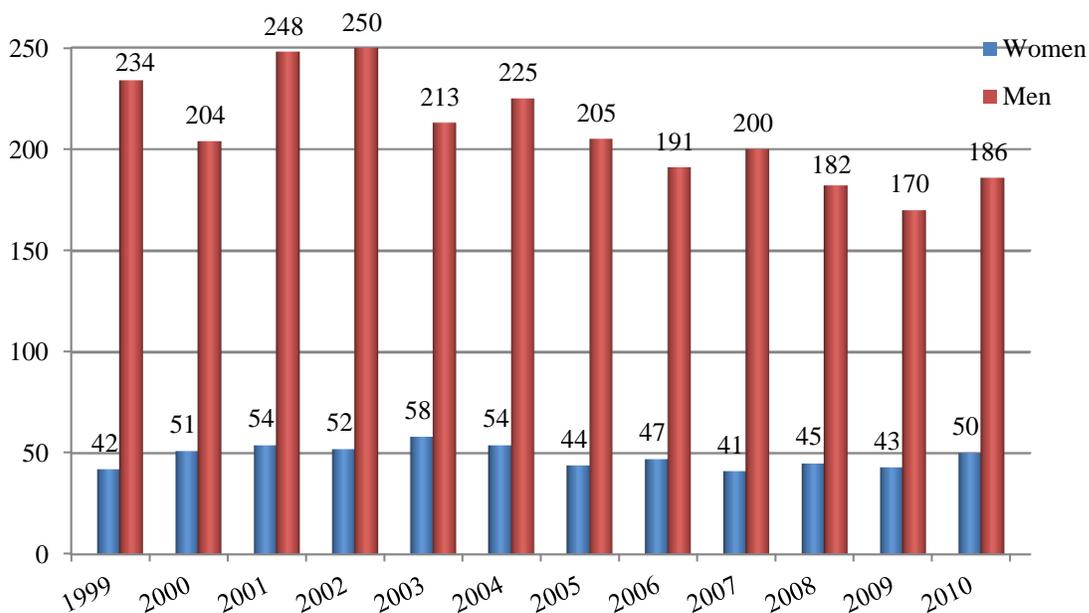
Since 2009 the General Committee on Political Affairs and Security has a female Vice-Chair, Canan Kalsin from Turkey. She is the second woman working in this Committee's leadership since 1992. The third General Committee on Democracy, Human Rights and Humanitarian Questions is currently chaired by a woman, Walburga Habsburg Douglas.

### f. Participation in OSCE PA Meetings

The following charts show the general attendance at the OSCE PA's Meetings and the ratio between male and female Members of Parliament who participated.

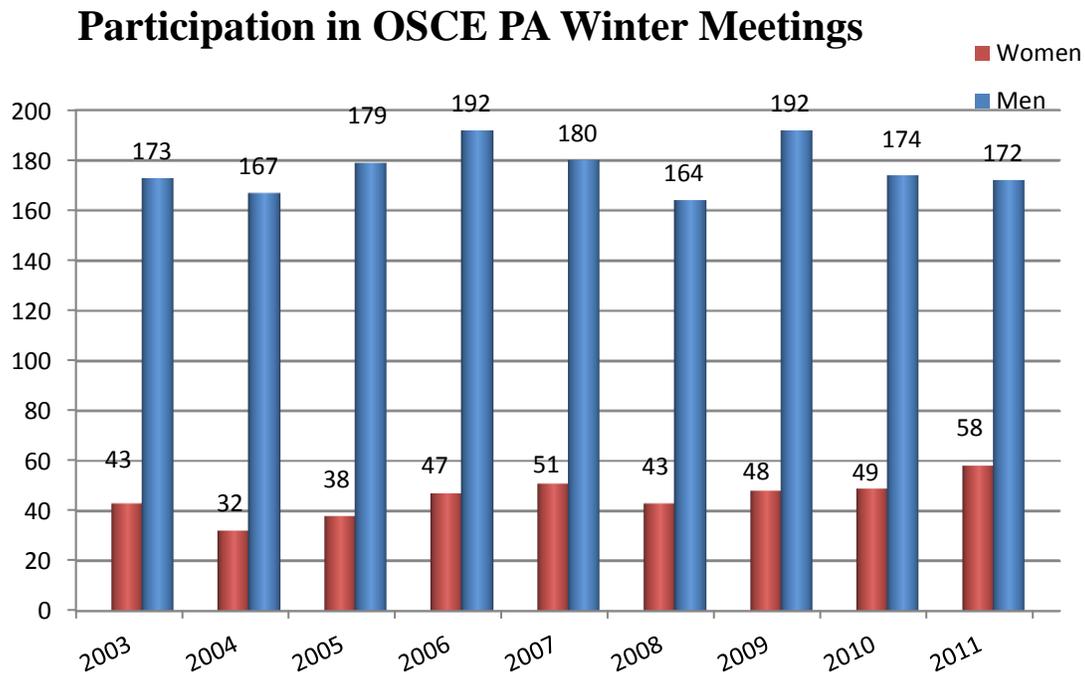
#### *i Annual Sessions*

### Participation in OSCE PA Annual Meetings



In 2010 the number of women attending the Annual Meeting was the highest since 2005, with 50 women attending, this being slightly higher than the average of 49 women attending over the previous 10 years.

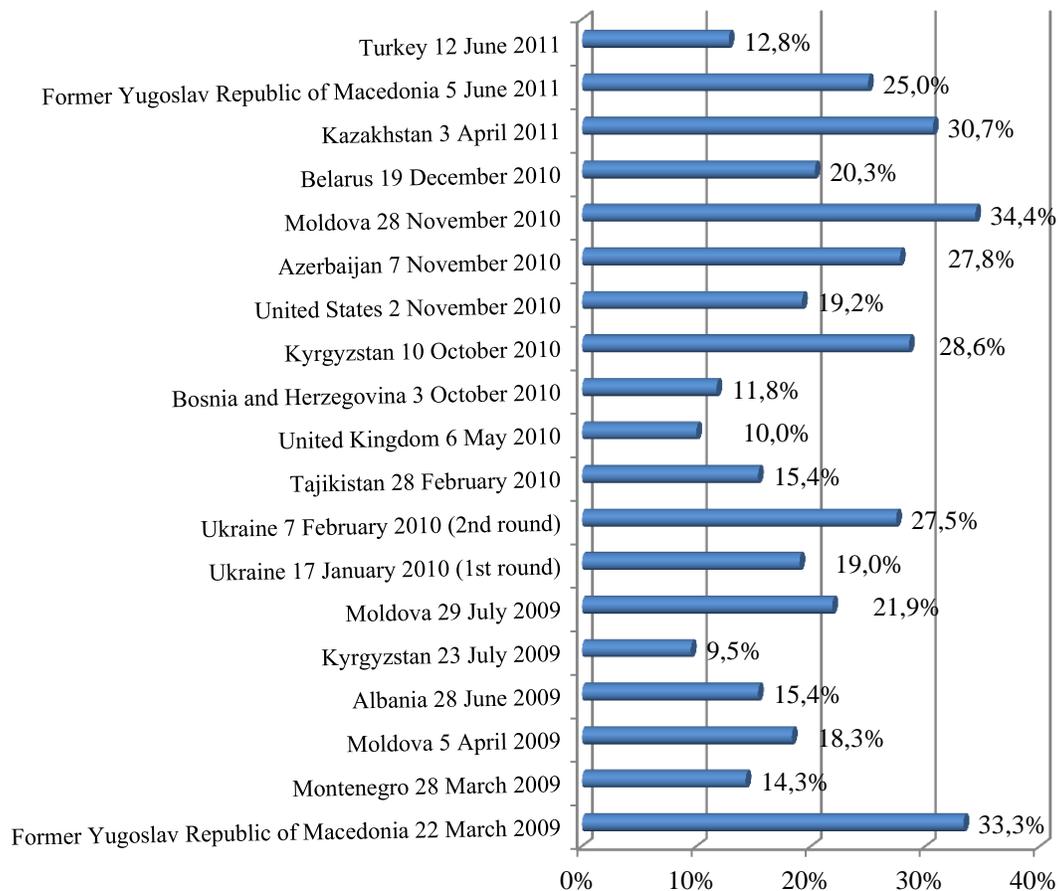
*ii Winter Meetings*



The gender statistics on the Assembly’s Winter Meetings show that the 2011 Winter Meeting witnessed the highest number of female participants in nine years with 58 women attending the meeting. Since 2003 the average female participation has been 45.

### g. Participation in OSCE PA Election Monitoring 2009/2011

The graph below shows the Assembly's female Members' participation in election observation missions over the 2009-2011 period:



The figures concerning female participation in OSCE PA election monitoring show that over the 2009/2011 period the number of female Members of Parliament has remained relatively low, with a few exceptions, like Moldova and Kazakhstan. The average for the period is 20.8 per cent.

## **h. Permanent Staff of the OSCE PA International Secretariat**

Among the Permanent Staff of the OSCE PA International Secretariat, including the Vienna Liaison Office, seven out of eighteen members (38.9 per cent) are women. The Secretary General and one of the Deputy Secretaries General are men; the other Deputy Secretary General is a woman.

## **i. The International Research Fellowship Programme**

The International Secretariat of the OSCE Parliamentary Assembly has a Research Fellowship Programme in which it engages graduate students for a period of six-months each to gain practical experience in the field of international affairs.

There are currently six research fellows working at the International Secretariat in Copenhagen, and three in the Vienna Liaison Office – five women and four men. During the last fifteen years 93 male and 101 female research fellows have participated in the Programme, which totals 52.1 percent female representation.

## **j. Female Representation in National Parliaments of OSCE Countries**

The female representation at OSCE PA Meetings has to be seen in light of the general representation of women in national parliaments within OSCE countries. The table in Appendix II shows the disaggregated data for each OSCE participating State.

Between 2009-11, some OSCE countries show a remarkable improvement regarding the numbers of women in Parliament. After the last elections, the number of female Parliamentarians rose from zero to 23 in Kyrgyzstan, and from 24 to 50 in Turkey. Andorra, the Czech Republic, Montenegro and Uzbekistan have also shown significant increase in the number of female

Parliamentarians. Female representation in the national Parliaments within the OSCE region, 21.25 per cent, is slightly above the world-wide average of 19.3 per cent.<sup>87</sup>

*Women in Parliament across the OSCE Region*

	Single House or Lower House	Upper House or Senate	Both Houses Combined
<b>Europe - OSCE member countries</b> Including Nordic countries	22.49%	20.02%	21.25%
<b>Europe - OSCE member countries</b> Excluding Nordic countries (Denmark, Finland, Iceland, Norway, Sweden)	20.61%	20.02%	20.32%

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<sup>87</sup> IPU: 'Women in national Parliaments', situation as of 30 April 2011, <http://www.ipu.org/wmn-e/world.htm>, (accessed 16 June 2011).

## V. Annexes

### Annex I - OSCE Employment Grades<sup>88</sup>

Institutions			Field Operation			
Head of Institution			Head of Field Operation			
			Deputy Head of Field Operation			
Directing Staff	D2		Directing Staff	D2		
	D1			D1		
Professionally Qualified, P-Level (Substantive work)	P 5		Professionally Qualified, P-Level (Substantive work)	P 5	Seconded Posts	S4
						S3
<b>Management Level</b>						
	P 4	Seconded Posts (not classified)		P 4		S2
	P 3			P 3		S 1
	P 2			P 2		
	P 1			P 1		
			National Professionals	NP 3		
				NP 2		
				NP 1		
General Staff, G-Level (Administrative and technical work)	G 7		General Staff, G-Level (Administrative and technical work)	G 7		
	G 6			G 6		
	G 5			G 5		
	G 4			G 4		
	G 3			G 3		
	G 2			G 2		
	G 1			G 1		

<sup>88</sup> This employment grading system in descending order based on seniority will be referred to throughout the analysis

**Annex II - Women in National Parliaments in OSCE Countries and in OSCE PA Delegations**

Women in Parliament in OSCE Countries								Women OSCE PA Delegation		
Rank	Country	Lower or Single House			Upper House or Senate			Members		
		Seats	Women	%	Seats	Women	%	Members	Women	%
1	Andorra	28	15	50.6	---	---	---	2	2	100
2	Sweden	349	157	45.0	---	---	---	8	5	62.5
3	Iceland	63	27	42.9	---	---	---	3	0	0
4	Finland	200	85	42.5	---	---	---	6	1	16.7
5	Norway	169	67	39.6	---	---	---	6	2	33.3
6	Belgium	150	59	39.3	71	27	38.0	8	4	50
7	Netherlands	150	59	39.3	75	26	34.7	8	3	37.5
8	Denmark	179	68	38.0	---	---	---	6	2	33.3
9	Spain	350	128	36.6	263	85	32.3	10	3	30
10	Germany	612	204	32.8	69	15	21.7	13	4	30.8
11	FYR of Macedonia	120	39	32.5	---	---	---	3	0	0
12	Belarus	110	35	31.8	56	19	33.9	6	4	66.7
13	Switzerland	200	58	29.5	46	10	21.7	6	2	33.3
14	Austria	183	51	27.9	61	18	29.5	6	1	16.7
15	Portugal	230	63	27.4	---	---	---	6	1	16.7
16	Monaco	24	6	25.0	---	---	---	2	1	50
17	Liechtenstein	25	6	24.0	---	---	---	2	1	50
18	Croatia	153	36	23.5	---	---	---	3	1	33.3
19	Kyrgyzstan	120	28	23.3	---	---	---	3	0	0
20	Canada	308	68	22.1	93	32	34.4	5	2	40
21	Czech Republic	200	44	22.0	81	15	18.5	7	0	0
22	United Kingdom	650	143	22.0	733	147	20.1	13	3	23.1
23	Uzbekistan	150	33	22.0	100	15	15.0	No data	No data	No
24	Serbia	250	54	21.6	---	---	---	4	3	75
25	Italy	630	134	21.3	321	59	18.4	13	1	7.7
26	Bulgaria	240	50	20.8	---	---	---	5	0	0
27	Latvia	100	20	20.0	---	---	---	3	2	66.7
28	Luxembourg	60	12	20.0	---	---	---	5	1	20
29	Poland	460	92	20.0	100	8	8.0	8	2	25
30	Estonia	101	20	19.8	---	---	---	3	1	33.3
31	Lithuania	141	27	19.1	---	---	---	3	1	33.3
32	Tajikistan	63	12	19.0	34	5	14.7	3	0	0
33	France	577	109	18.9	343	75	21.9	12	0	0
34	Moldova	101	19	18.8	---	---	---	3	1	33.3
35	Kazakhstan	107	19	17.8	47	2	4.3	6	1	16.7
36	Greece	300	52	17.3	---	---	---	6	1	16.7
37	Turkmenistan	125	21	16.8	---	---	---	No data	No data	No

								Women OSCE PA Delegation		
Rank	Country	Lower or Single House			Upper House or Senate			Members		
		Seats	Women	%	Seats	Women	%	Members	Women	%
38	USA	435	73	16.8	100	17	17.0	14	3	21.4
39	BiH	42	7	16.7	15	2	13.3	3	0	0
40	San Marino	60	10	16.7	---	---	---	2	0	0
41	Albania	140	23	16.4	---	---	---	3	2	66.7
42	Azerbaijan	125	20	16.0	---	---	---	3	2	66.7
43	Slovakia	150	24	16.0	---	---	---	3	1	33.3
44	Ireland	166	25	15.10	60	18	30	6	1	16.7
45	Slovenia	90	13	14.4	40	1	2.5	3	0	0
46	Russian Federation	450	63	14.0	169	8	4.7	15	4	26.7
47	Cyprus	56	7	12.5	---	---	---	3	1	33.3
48	Romania	334	38	11.4	137	8	5.8	7	2	28.6
49	Montenegro	81	9	11.10	---	---	---	3	0	0
50	Armenia	131	12	9.2	---	---	---	3	0	0
51	Turkey	549	50	9.1	---	---	---	8	2	25
52	Hungary	386	35	9.1	---	---	---	6	1	16.7
53	Malta	69	6	8.7	---	---	---	3	0	0
54	Ukraine	450	36	8.0	---	---	---	8	0	0
55	Georgia	138	9	6.5	---	---	---	3	0	0

*These figures correspond to the number of seats currently filled in Parliament, situation as of 30 April 2011. Source: Inter-Parliamentary Union (IPU), <http://www.ipu.org/wmn-e/classif.htm> (accessed 15 June 2011).*

*Data was retrieved separately for the Irish Senate: Seanad Members Database, <http://www.oireachtas.ie/members-hist/default.asp?housetype=1&HouseNum=24&disp=mem>, (accessed on 15 June 2011).*

*The OSCE PA members data cover situation as of 10 June 2011 (representatives of the Holy See are not included in the statistics).*